DOCUMENT RESUME

ED 158 686 HE 010 401

AUTHOR	Miyares, Javier; Brooks, Glenwood C., Jr.
TITLE	Some Data on the Status of Women in the State Public Postsecondary Education Institutions.
INSTITUTION	Maryland State Board for Higher Education, Annapolis.
REPORT NO	MSBHE-4-77
PUB DATE	Oct 77
NOTE	17p.; Not available in hard copy due to marginal legibility of original document
EDRS PRICE	MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	College Faculty; College Students; *Employment; *Enrollment Trends; *Females; Higher Education; Post Secondary Education; *Sex Discrimination; *State Colleges; State Universities; Statistical Data; *Status; Student Financial Aid; Teacher Salaries; Trend Analysis
IDENTIFIERS	*Maryland

ABSTRACT

The status of women in Maryland public higher education institutions is examined in this report prompted by the Governor's Commission on Women. The first part of the study deals with student data, including enrollment patterns, academic areas of interest, financial aid, and student progression. The second part covers employee data, such as salaries, tenured and non-tenured faculty, and occupational categories. These data show that women were a majority of the higher education enrollment in 1976. While they tended to be enrolled in two-year colleges and as part-time students, there is a clear trend that their participation in all segments and levels of the higher education system is increasing. In employment, there are disparities between the status of men and the status of women, but important variables should be controlled before any definite statement can be made. (Author/LBH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED158686

Some Data on the Status of Women

in the

State Public Postsecondary Education Institutions

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Md. State Bd of H.E.

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC) AND USERS OF THE ERIC SYSTEM."

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

State Board for Higher Education
Jeffrey Building, 16 Francis Street
Annapolis, Maryland
269-2971

Javier Miyares and Glenwood C. Brooks, Jr.
October 1977

HE 010 104

I. Introduction and Abstract

This report on the status of women in the State public higher education institutions was done in response to a request by the Governor's Commission on Women.

The study has 2 parts; the first part deals with students data: enrollment patterns, academic areas of interest, financial aid and student progression. The second part deals with employees data: salaries, tenured and non-tenured faculty, and occupational categories.

These data show that women were a majority of the higher education enrollment in 1976; while they tended to be enrolled in 2-year colleges and as part-time students, there is a clear trend that their participation in all segments and levels of the higher education system is increasing. As for employees, there are disparities between the statuses of men and women; however, some important variables should be controlled before any definite statement can be made.

II. Students Related Data

a. Enrollment Analyses

While fully 51% of all students attending Maryland public post-secondary institutions in Fall 1976 were female, they tended to enroll in below baccalaureate programs (programs leading to a Certificate or Associate degree) (see Table 1): 53% of the below-baccalaureate enrollees but only 47% of the post-baccalaureate (programs leading to a Masters, Doctorate or First-Professional degree) were females. However, there seems to be a trend of increasing female enrollment across levels from 1974 to 1976: the male enrollment appears to have peaked in 1975, while the female enrollment kept growing; actually, the increase in overall enrollment between 1975 and 1976 was due solely to the increase in the female enrollment. This trend becomes clearer in Table 2: the first year class is becoming more female; from 50% in 1974 to 54% in 1976 for undergraduates; from 50% in 1975 to 52% in 1976 for graduates.

Table 3 shows the trends in enrollment in the professional programs; female participation in all three programs (Dentistry, Medicine and Law) has increased; however, in 1976 it was still 23%. The professional field with the largest female share is Law; the lowest is Dentistry.

While the female participation in Maryland public higher education is increasing, it is still a predominantly part-time one (Table 5): While women made up 53% of the below-baccalaureate enrollment, their share of the corresponding full-time enrollment was only 49%; while they made up 47% of the post-baccalaureate enrollment, they accounted for only 38% of its full-time enrollment.

b. Major Academic Areas.

Table 6 shows the distribution of the Fall 1976 undergraduate (baccalaureate only) enrollment by major academic area. Women made-up more than 60% of the enrollment in the Arts & Humanities (Area Studies, Fine and Applied Arts, Foreign Languages and Letters), Education, Health Professions (which includes nursing), Home Economics and Psychology. These areas account for 36% of all the female enrollment. They are under-represented (less than 40%) in Architecture, Biological Sciences, Business and Management, Computer Sciences, Engineering, and Physical Sciences.

c. Financial Aid

Table 7 is a summary of financial aid awards for the academic year 1976-1977. While the number of awards which go to females is larger than the number that go to males, the average award is smaller for females than for males except for student employment.

d. Progression

Table 8 is a summary of One and Two-Years Student Progression data for full-time undergraduates. Females have a higher retention rate and a lower academic failure rate than males.

III. Employees Related Data

a. Facility and Administrators

Table 11 shows selected data on full-time Faculty and Executives/ Administrators by segments of the State public higher education system. By a variety of indeces the status of females appear to be in disparity with that of males:

1. Across segments, average salaries for women are below the men's average salaries;

2. The proportion of full-time faculty and administrators who are female decreases along segments, from a high of 37% in community colleges to a low of 23% in the University of Maryland.

3. Across segments, there is a higher proportion of male faculty with tenure than female faculty with tenure.

4. Except for the University of Maryland, years in rank are the same for males and females.

While these data do not control for some relevant variables like major academic programs, scholarly productivity, etc., they point to a basic disparity in the statuses of male and female employees.

b. Full-Time Employees by Occupational Category

Table 12 shows the number of full-time employees by occupational category. While 49% of the total number of these employees are female, an inspection of the table indicates that they are not equally distributed along occupational categories:

1. As the occupational ladder goes up, the proportion of females diminishes: from a high 63% for non-professionals to a low of 21% for administrators.

2. Within faculty grouping (tenured, on-track, non-tenured), the proportion of females increases as the status of the faculty decreases (from Professors to Lecturers).

c. Governing Boards

Table 13 shows the sex composition of governing boards associated with Maryland higher education. Overall, only 27% of the members of those boards are women, with a range of 7% to 45%.

Table 1

Trends in Student Enrollment: 1974-1976

	1974			1975			1976		
	Male	Female	% Female	Male	Female	% Female	Male	Female	% Female
elow accalaurate	28,885	27,233	49%	39,245	40,237	51%	38,564	44,216	53%
accalaureate	33,810	32,428	49%	40,061	36,982	48%	39,575	39,569	50%
ost accalaureate	8,452	7,546	47%	10,822	8,846	45%	10,144	8,829	47%
otal	71,147	67,207	49%	90,128	86,065	49%	88,283	92,614	51%

Table 2

Trends in First Year Enrollment: 1974-1976

	1974			1975			1976		
	Male	Female	% Female	Male	Female	% Female	Male	Female	% Female
nder-raduates [1]	32,544	32,498	50%	36,443	37,006	50%	38,800	44,897	54%
raduates [2]		N/A		1,299	1,316	50%	1,274	1,386	52%

1 - Undergraduates' data are First-year status enrollment.

2 - Graduates' data are First-time enrollment; do not include First-Professional.

Table 3

Trends in Full-Time First-Professional Enrollment:
1974-1976

	1974			1975			1976		
	Male	Female	% Female	Male	Female	% Female	Male	Female	% Female
nistry	481	36	7%	470	53	10%	473	62	12%
dicine	495	117	19%	516	143	22%	535	162	23%
w*	571	198	26%	1,222	378	24%	1,163	436	27%
tal	1,547	351	18%	2,208	574	21%	2,171	660	23%

*1974 data do not include University of Baltimore Law School

Table 4
Fall 1976 Enrollment by Attendance Status

	Full-Time			Part-Time		
	Male	Female	%Female	Male	Female	%Female
Below Baccalaureate	15,686	14,815	49%	22,878	29,401	56%
Baccalaureate	27,436	27,849	50%	12,139	11,720	49%
Post Baccalaureate	4,379	2,726	38%	5,765	6,103	51%
Total	47,501	45,390	49%	40,782	47,224	54%

Table 5
Fall 1976 Undergraduate (Baccalaureate Level)
Enrollment by Major Area

Major Area[1]	Male	Female	%Female
Agriculture & Nat. Res.	751	517	41%
Architecture & Env. Res.	247	69	22%
Area Studies	33	60	65%
Biological Sciences	2,281	1,384	38%
Business & Management	6,658	2,963	31%
Communications	830	770	48%
Computer Sciences	397	176	31%
Education	2,185	5,825	73%
Engineering	2,341	192	8%
Fine & Applied Arts	874	1,548	64%
Foreign Languages	81	308	79%
Health Professions	517	2,774	84%
Home Economics	83	1,140	93%
Letters	643	996	61%
Mathematics	571	403	41%
Physical Sciences	814	248	23%
Psychology	849	1,525	64%
Public Service	902	719	44%
Social Sciences	3,500	2,728	44%
Interdisciplinary Studies	6,446	5,782	47%
Miscellaneous Areas	8,572	9,442	52%
Total	39,575	39,569	50%

[1] Major Areas correspond to HEGIS taxonomy

Table 6
Summary of Financial Aid Awards
All Undergraduate Students - 1976

Type		Male	Female	%Female
Grants	Number	14,123	18,060	56%
	$ Amount	8,687,127	10,935,555	56%
	Average	$615	$606	
Loans	Number	5,076	5,822	53%
	$ Amount	3,704,298	4,235,392	53%
	Average	$730	$727	
Scholarships	Number	4,376	5,017	53%
	$ Amount	2,228,965	2,451,815	52%
	Average	$509	$489	
Student Employment	Number	4,256	5,427	56%
	$ Amount	2,722,619	3,698,481	58%
	Average	$640	$681	

Table 7
Summary of Full-Time Undergraduate
Progression

	Male	Female
Two-Years Progression		
Class 1974	10,281	9,474
Returned 1976	4,465	4,344
Retention Rate*	43%	46%
Failed Academically	801	511
Rate**	8%	5%
One-Year Progression		
Class 1975	10,767	10,251
Returned 1976	7,014	7,457
Retention Rate*	65%	73%
Failed Academically	587	432
Rate**	5%	4%

* Retention Rate is defined as Returnees/Initial Class

** Academic Failure Rate is defined as Failed/Initial Class

Table 8
Selected Data on Full-Time Faculty and
Executives/Administrators

	Male	Female	%Female
Community Colleges			
Average Salary	$19,174	$15,952	
Total Salaried Faculty	1,372	798	37%
N of Faculty with Tenure	624	327	
% of Total Faculty	45%	41%	
Average Years in Rank	2	2	
State Colleges/Universities			
Average Salary	$18,319	$16,508	
Total Salaried Faculty	1,064	464	30%
N of Faculty with Tenure	495	186	
% of Total Faculty	47%	40%	
Average Years in Rank	3	3	
University of Maryland			
Average Salary	$22,484	$17,159	
Total Salaried Faculty	2,362	707	23%
N of Faculty with Tenure	802	111	
% of Total Faculty	34%	16%	
Average Years in Rank	4	3	

Table 9
Full-Time Employees by Occupational Category

Occupational Category	Male	Female	%Female
Executive/Admin./Managerial	786	210	21%
Faculty with Tenure			
Professors	905	161	15%
Associate Professors	1,109	332	23%
Assistant Professors	390	230	37%
Instructors	17	37	69%
Total	2,421	760	24%
Faculty on Track for Tenure			
Professors	32	9	22%
Associate Professors	71	24	25%
Assistant Professors	302	174	37%
Instructors	163	173	51%
Lectureres	7	26	79%
Other Faculty	2	0	0
Total	577	406	41%
Faculty without Tenure			
Professors	16	6	27%
Associate Professors	68	15	18%
Assistant Professors	527	245	32%
Instructors	186	187	50%
Lecturers	126	71	36%
Other Faculty	65	13	17%
Total	988	537	35%
Teaching/Research Assistant	5	17	77%
Other Professionals	1,285	1,513	54%
Non-Professional			
Secretarial/Clerical	351	3,902	92%
Technical/Paraprofessional	742	579	44%
Skilled Crafts	623	10	2%
Service/Maintenance	1,723	1,342	44%
Total	3,439	5,833	63%
GRAND TOTAL	9,501	9,276	49%

Table 10
Governing Boards Associated with Higher Education
1976

Board	Male	Female	%Female
Maryland State Board for Community Colleges	6	2	25%
Community Colleges Boards	79	33	29%
Board of Trustees of State Universities/Colleges	10	1	9%
St. Mary's Board	6	5	45%
Morgan's Board	8	4	33%
Board of Regents - University of Maryland	14	1	7%
Maryland State Board for Higher Education	8	3	27%
Maryland State Scholarship Board	6	3	33%
Maryland Higher Education Loan Corporation	10	1	9%
TOTAL	147	53	27%